**Learning Plan**

Page 1 of 5



Name: Salina Gautam (124151242) Date: 2025/02/02

**Collection of Personal Information:** Please review the [Privacy Policy](http://www.cno.org/privacy) on the College of Nurses of Ontario’s (CNO) website to understand how your personal information will be used.

# How to complete your learning plan

# Reflect on your practice

* + Refer to CNO’s [*Practice Reflection question*s](https://www.cno.org/en/myqa/self-assessment/) to help you think about your experiences and identify areas of your practice that need professional development.



**Watch:** [*How to become a reflective practitioner*](https://www.youtube.com/watch?v=tPWjahqK1HA) for guidance on how to reflect.

# Identify your learning needs

## What are the most important areas in your nursing practice that need improvement?

Consider the following:

* + Talking with a peer(s) or colleague(s) from any practice setting about your learning needs.
  + How will addressing your learning needs help you improve your nursing practice?

1. **Develop two learning goals**

## Based on your areas of practice needing further development, what are your learning goals?

When defining your learning goals, consider the following:

* + What specific areas of your nursing practice are you going to address with this goal?
  + How do you hope to enhance or improve your nursing practice?
  + How will you benefit from these changes?
  + Who else might benefit from these changes (e.g. clients, peers or other health care team members you interact with)?
  + When do you hope to see results?

**Watch:** [*Are your learning goals SMART?*](https://www.youtube.com/watch?v=_FY4xrNW6gs)to enhance your learning goals.

# Link your learning goals to CNO’s Code of Conduct

**What principles of the** [***Code of Conduct***](https://www.cno.org/globalassets/docs/prac/49040_code-of-conduct.pdf)**align with your learning goals?**

* + Principle 1: Nurses respect clients’ dignity.
  + Principle 2: Nurses provide inclusive and culturally safe care by practicing cultural humility.
  + Principle 3: Nurses provide safe and competent care.
  + Principle 4: Nurses work respectfully with the health care team to best meet clients’ needs.
  + Principle 5: Nurses act with integrity in clients’ best interest.
  + Principle 6: Nurses maintain public confidence in the nursing profession.

# Describe your learning activities

## Describe the learning activities you plan to complete to address your learning goals.

Consider the following:

* + How are you going to achieve your learning goals?
  + What resources will you need to undertake this learning?
  + How do you learn best? What is your learning style (e.g. visual, auditory etc.)?
  + What might get in the way of you completing your learning activity?
  + How will you overcome these obstacles?
  + What is a realistic timeline to complete your activities?

# Reflect on your learning plan

## Use this section to reflect on your learning plan and evaluate changes to your practice.

Consider the following:

* + Did you accomplish your learning goals? If so, how will you apply your new knowledge into practice?
  + If you did not accomplish your learning goals, what prevented you from achieving them?

**Note:** If you don’t accomplish your learning goals this year, you can carry them forward into your next learning plan.

**Need help?** Read [*Quality Assurance: Your Guide to Self-Assessment*](https://www.cno.org/globalassets/docs/qa/qa-self-assessment-guide-en.pdf)for tips on how to create a Learning Plan.

|  |  |
| --- | --- |
| **Learning goal 1**  Identify your learning needs, define your learning goal and describe your learning activities. Provide a timeline for when you intend to complete your learning activities. | |
| Learning needs:  I have identified the need to improve my therapeutic communication skills in communicating with patients with cognitive impairments, since working as a Personal support worker so far has brought me many cases of patients suffering from dementia among other conditions. It is often quite challenging to connect with patient suffering with cognitive impairments, that usually leaves both the patient and healthcare professional frustruated. This will enable mw to offer emotional support, improve the patient's comfort level, and decrease misunderstandings. | |
| Learning goal:  I aim to enhance my therapeutic communication with patients who have cognitive impairments ( for example; dementia) by utilizing a range of non-verbal and verbal communication strategies. | |
| Learning activities and timelines:  1. I will attend a workshop or seminar on dementia care and communication strategies by March 2025.  2. I will complete one online course regarding therapeutic communication in nursing to deepen my knowledge of the topic by May 2025.  3. I will practice reflective practice with peers on communication challenges and the sharing of effective techniques. (Ongoing, monthly meetings starting from Feb 2025)  4. I will observe and note strategies taken by experienced nurses when interacting with patients that have been effective for use in practice. (February-April 2025) | |
| What principles of the [*Code of Conduct*](http://www.cno.org/globalassets/docs/prac/49040_code-of-conduct.pdf) align with your learning goal? | |
|  | Principle 1: Nurses respect clients’ dignity. |
|  | Principle 2: Nurses provide inclusive and culturally safe care by practicing cultural humility. |
|  | Principle 3: Nurses provide safe and competent care. |
|  | Principle 4: Nurses work respectfully with the health care team to best meet clients’ needs. |
|  | Principle 5: Nurses act with integrity in clients’ best interest. |
|  | Principle 6: Nurses maintain public confidence in the nursing profession. |

|  |  |
| --- | --- |
| **Learning goal 2**  Identify your learning needs, define your learning goal and describe your learning activities. Provide a timeline for when you intend to complete your learning activities. | |
| Learning needs:  I need to improve my competency in providing safe care for client at risk of falls. During my experiences, I obserbed situation where fall prevention strategies were not consistently applied, leading to potential risks for patients. Enhancing my knowledge and skills in this area will help me provide safer, more competent care. | |
| Learning goal:  I aim to develop strong skills in fall prevention and management to ensure safe and competent care for clients by November 2025. | |
| Learning activities and timelines:  I will enroll myself in a fall prevention and management course focusing on evidence based strategies by july 2025.  I will participate in monthly case study discussions related to fall incidents to analyze risk factors and prevention strategies throughout 2025.  I will review fall prevention guidelines and best practices regularly, focusing on one guideline per month through 2025.  I will work closely with a mentor or experienced nurse specializing in fall prevention for a month to observe and practice best techquies, starting april 2025. | |
| What principles of the [*Code of Conduct*](http://www.cno.org/globalassets/docs/prac/49040_code-of-conduct.pdf) align with your learning goal? | |
|  | Principle 1: Nurses respect clients’ dignity. |
|  | Principle 2: Nurses provide inclusive and culturally safe care by practicing cultural humility. |
|  | Principle 3: Nurses provide safe and competent care. |
|  | Principle 4: Nurses work respectfully with the health care team to best meet clients’ needs. |
|  | Principle 5: Nurses act with integrity in clients’ best interest. |
|  | Principle 6: Nurses maintain public confidence in the nursing profession. |

**Reflect on your plan**

Use this section to reflect on your learning plan and evaluate changes to your practice. If you do not accomplish your learning goals this year, you can carry them forward into your next learning plan.

I will know how much my knowledge and skills have grown by reflecting on my goal to improve therapeutic

communication with cognitively impaired patients. Through discussions on case studies, what works and what needs

further improvement will be understood. Times spent with mentors will offer realistic views on real-life situations, which

would serve to adjust the communication techniques accordingly. The regular review of guidelines would keep me

informed of the latest practice, so my approach remains evidence-based. Keeping a reflection journal would put me in

touch with the growth and lessons in each case to be dealt with. Close liaison with an experienced nurse, to be

implemented in April 2025, should provide lessons necessary for effective person-centered communication with patients.

I will consider and act upon feedback from my mentor and peers to adjust my practices for better care for cognitively

impaired clients.

Regarding my goal of fall prevention, I reflect on how my learned knowledge and skills improve safety and care for my

clients. Each discussion about case studies will allow me to reflect on what went well and what needed to be stepped

up, including time with mentors. Regularly reviewing guidelines with respect to fall prevention will place me more in tune

with changes in best practices. I will also log my experiences and the lessons learned through a reflective journal.

Close working with an experienced nurse starting in April 2025 will provide me with real-life lessons, and I will evaluate

how such observations affect my practice in fall prevention. If there is an area of concern, then I will make modifications

to my practice in line with feedback from my mentor and peers for continued improvement in the delivery of safe and

competent care.

2023-97